

# **GENDER** PAY GAP REPORT

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## **Stannah Stairlifts Limited**

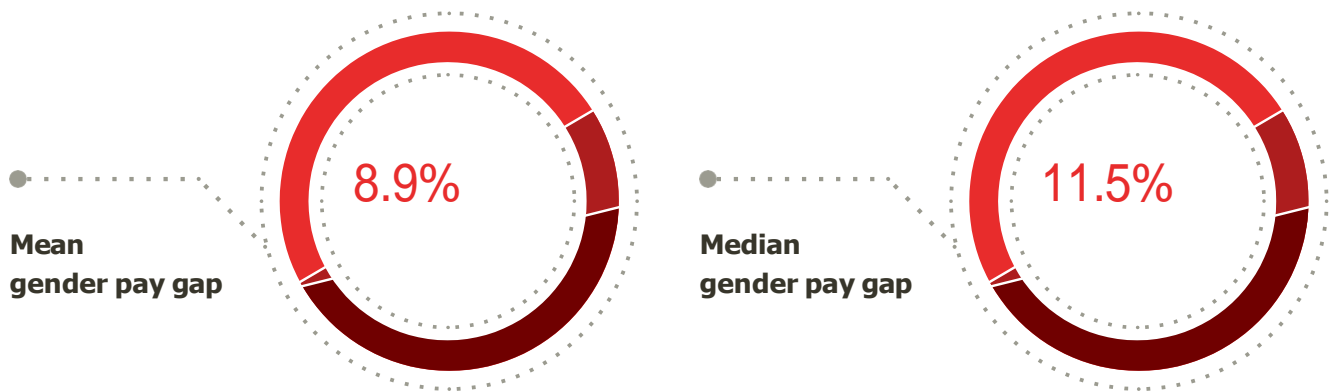
**From April 2017, the Government introduced gender pay gap reporting for all companies employing more than 250 employees. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority.**

It is distinct from the legal requirement under the Equalities Act (2010) of equal pay which requires equal treatment for men and women in the terms and conditions of their employment contract, including the requirement for men and women to be paid the same for carrying out work of equal value.

Manufacturing and the lift industry in particular have traditionally been very male dominated and we have a larger number of men including a larger proportion in senior roles. We have seen some successes in recruiting women into engineering roles in both offices and the field, but we need to do more. This report goes on to detail our plans to improve the representation of women at all levels in our business.

We are confident that we fully comply with our legal obligations and that men and women are paid equally for doing equivalent jobs at Stannah. The gender pay gap which has been disclosed does not signify an equal pay issue but is instead caused by the structure of our industry which is reflected in our workforce.

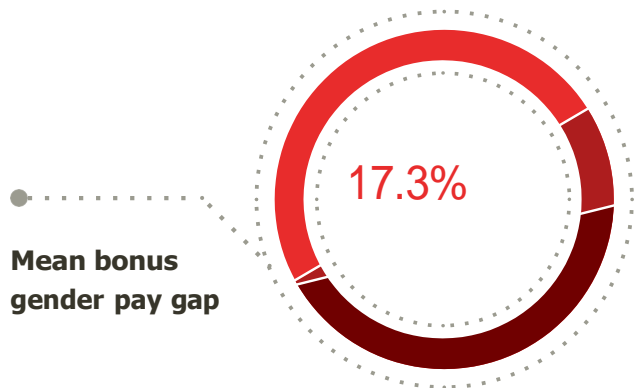
## Stannah Stairlifts Ltd - Gender Pay Gap - 2022



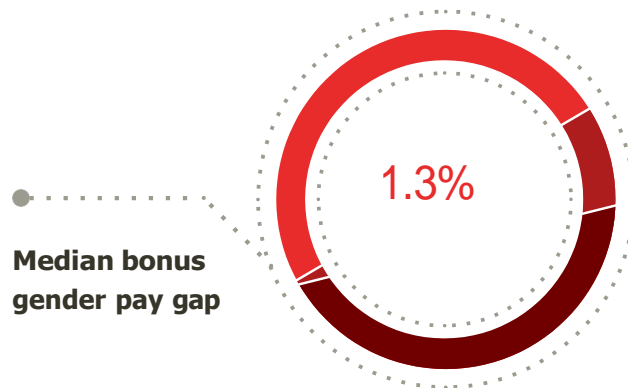
The Company has identified the following predominant reasons for the differences:

- The lower proportion of females entering engineering roles
- The lower proportion of females in more senior roles

# Stannah Stairlifts Ltd - Gender Bonus Gap - 2022



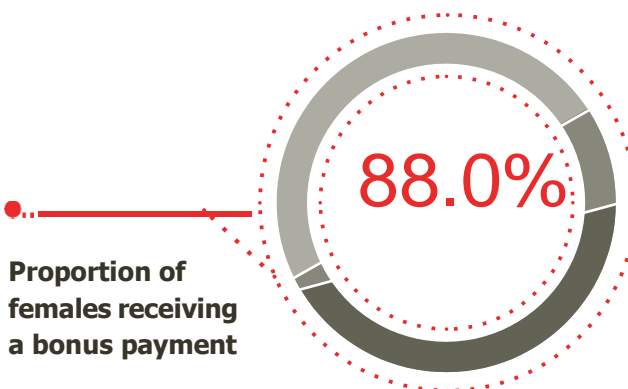
Mean bonus gender pay gap



Median bonus gender pay gap



Proportion of males receiving a bonus payment

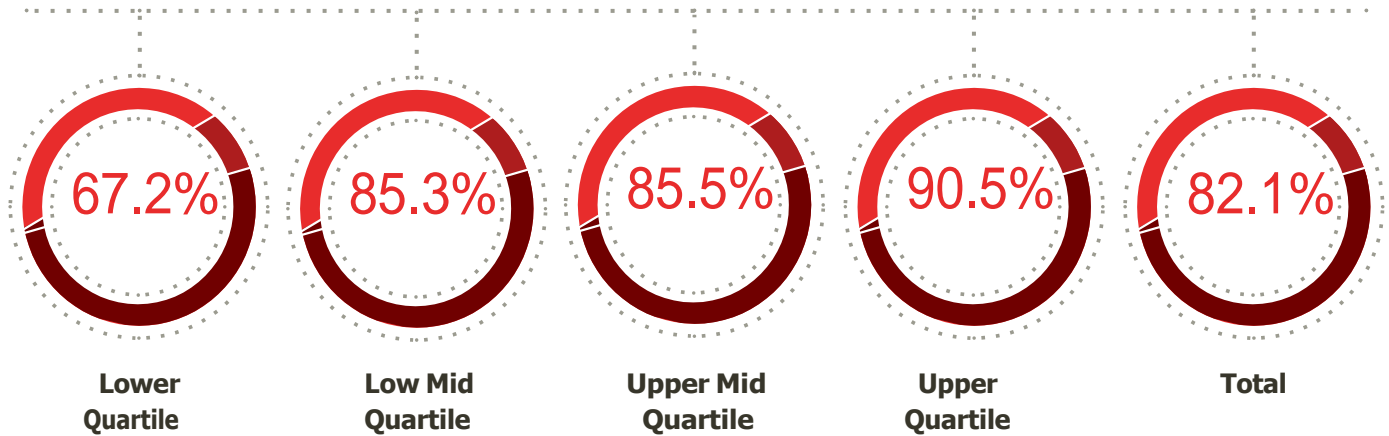


Proportion of females receiving a bonus payment

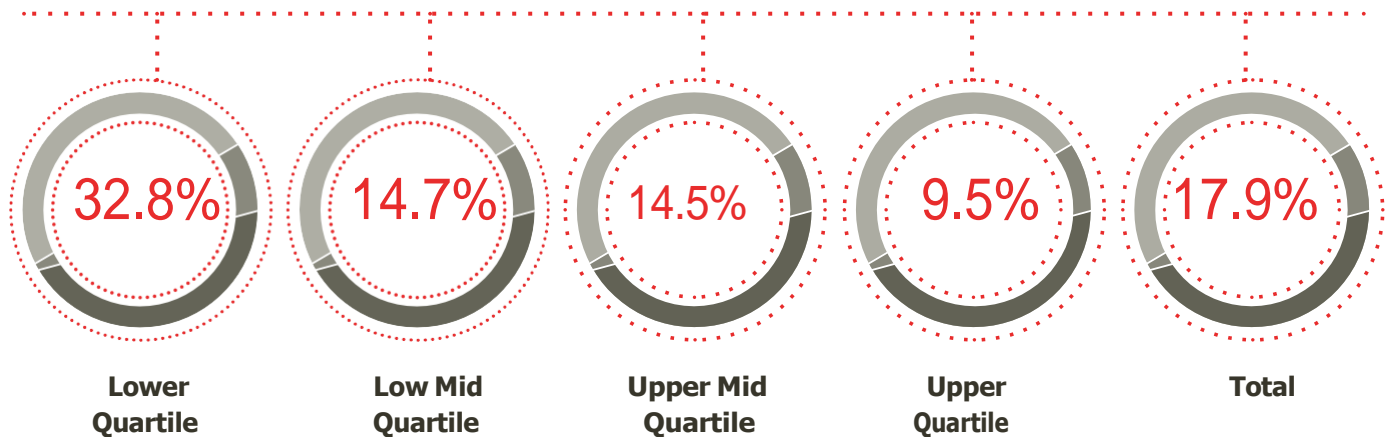
## Pay Quartiles by Gender

The distribution of men and women is shown in pay quartiles. These are calculated by splitting the whole workforce into four equal parts based on hourly pay from highest to lowest. The percentage of men and women is then calculated for each quartile.

### MALE



### FEMALE



## The company has agreed a number of actions with the aim of reducing the gender pay gap:-

### Actions currently being undertaken:

#### Recruitment

- We continue to work with local colleges/universities and schools to encourage more females into engineering apprenticeships. 18% of our Apprentices are female and this is across all areas of the business including the field
- We are in the process of hiring an Early Careers Specialist to help focus on early career roles including females into apprenticeship or similar roles
- We continue to commit to robust monitoring of recruitment data from application to appointment - including the number of females applying for roles and number of females appointed
- Continuous review of recruitment practices and advertising to attract a greater number of female applicants including STEM
- Presentation of the company internally and externally using more female focused images
- Using different methods of recruitment e.g. LinkedIn recruiter seats and Insights to help us focus on Equality, Diversity and Inclusion. We are also networking within the Talent Acquisition arena to help learn from other organisations

#### HR / Training

- Created an Equality, Diversity and Inclusion policy to ensure we provide more opportunities
- All employees continue to be trained in interviewing techniques and equality/diversity awareness
- A flexible working policy is in place and we have now introduced a Hybrid working policy
- Enhanced maternity provisions have been implemented again
- An HR Analyst was hired in June 2022 to help improve the quality of data and to give data that can make better informed decisions

## Further actions planned:

- Introducing a Gender Equality Network Group in 2023 to help improve Gender Pay and other gender related topics
- Continued monitoring of internal promotions to more senior roles including HR metrics to monitor and track this on a monthly basis.
- Promoting equality of opportunity for all by identifying and overcoming any barriers or disadvantages for progression
- Reinvigorated the STEM ambassador programme
- Active recruitment of females into current vacancies in engineering roles
- Refresher training programme for managers on equality and diversity

I confirm the information published above is accurate.

**James Buttigieg**

James Buttigieg – Group HR Director